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STAFF TRANSITIONS TO SHARED HEALTH BEGIN IN APRIL

Moves will simplify health system, lay foundation for improved access and better care for Manitobans: Wright

Staff working in a number of departments, programs, service areas and sites across Manitoba's health system will begin a phased transition to Shared Health in April 2019, setting the foundation for broad health system improvements to health-care offered across the province, Dr. Brock Wright, chief executive officer, Shared Health, and Karen Herd, deputy minister of Health, Seniors and Active Living and sponsor of Manitoba's Health System Transformation jointly announced today.

"Manitoba's Health System Transformation is rooted in the need to improve the quality, consistency, and efficiency of the health-care services we provide to Manitobans," said Wright. "Manitobans pay more per capita than other jurisdictions for a health system that is extremely complex. This complexity increases costs and impacts the delivery of care as many different organizations plan, deliver and evaluate health services independently."

"By transitioning responsibility for certain services to one organization we will be able to improve the consistency and availability of certain services as well as identify cost savings that can be reinvested in areas of need," added Wright.

Across the health system, approximately 12,000 staff will see their employer or contracting organization of record change to Shared Health beginning in April 2019. Staff will receive formal letters of welcome or offer in the coming weeks but will remain employees of their current organizations until the effective date of their transition.

"Standardized approaches to the delivery of health care will improve our system's ability to deliver services to Manitobans regardless of where they live," added Herd. "Each health-care organization and many of the staff who deliver and support care across the province have contributed their expertise to these efforts. This input will allow us to address long-standing challenges while elevating the level of care we are able to deliver in the future."

Aside from the change in employer or contracting organization, staff will not see much change in their day-to-day activities throughout the first wave of transformation.

The process of transition is carefully planned and sequenced to be as seamless, simple and non-disruptive as possible so that staff can continue to focus on patient care. Staff will transition with their current terms and conditions of employment, including benefits, pension, and accruals. Unionized staff will transition under their current collective agreement. Productive discussions have taken place and will continue with unions representing transitioning staff to

ensure appropriate labour adjustment strategies are developed and implemented. Medical staff will receive appointments to Shared Health and the privileges granted to individual medical staff members will remain unchanged through these transitions.

“Manitoba patients want access to reliable, quality health-care as close to home as possible. Transformation isn’t just about new resources, it’s about new and improved ways of delivering care,” added Wright. “New models of care will support staff in being better able to apply their full scopes of practice as they continue to work together to build a more patient-centred, accessible and integrated health system for all Manitobans.”

“Throughout these changes, the highly skilled and dedicated staff working in our health system continue to provide excellent patient care to Manitobans. We are grateful for their ongoing commitment to patients, and for their significant contributions to the transformation process that will ensure care for our clients, patients, and communities is improved, now and for future generations,” Wright concluded.

Affected areas included in the transition of staff include: Diagnostic Services in the Winnipeg Regional Health Authority (WRHA) and Prairie Mountain Health (PMH); Digital Health staff (in all Regional Health Authorities, Manitoba eHealth and CancerCare Manitoba); certain Mental Health Program services; Regional Emergency Medical Services and Patient Transport and WRHA Emergency and Continuity Management; Health Sciences Centre Winnipeg (HSC); and a number of corporate and administrative departments from within the WRHA. A full list of areas to transition is included in the backgrounder.

For more information on Shared Health, visit sharedhealthmb.ca.

For more information on Health System Transformation, visit gov.mb.ca/health/hst/

Media requests, contact Shared Health Communications: (204) 926-7862 or media@sharedhealthmb.ca

BACKGROUNDER

Staff working in the following departments, programs, services and sites are included in Wave One transformation and will have an employer of record change to Shared Health effective April 2019:

- Diagnostic Services (WRHA and PMH)
- Health Sciences Centre Winnipeg
- Digital Health (Manitoba eHealth, Regional Health Authorities and CancerCare Manitoba)
- Medical Assistance in Dying
- WRHA Mental Health Program Services:
 - Crisis Response Centre
 - Co-Occurring Mental Health and Substance Use Disorders (CODI) Outreach Program
 - Crisis Stabilization Unit
 - Forensic Assertive Community Treatment Team (FACT)
 - Forensic Community Mental Health Services.

(Staff will transition to Shared Health as an initial step in the alignment of critical mental health supports as part of an integrated provincial mental health and addictions system.)

- Regional Emergency Medical Services and Patient Transport and WRHA Emergency and Continuity Management (**Excluding** municipal-based services and other contracted services, such as Winnipeg Fire Paramedic Services, STARS, Brandon Fire Emergency Services, and Thompson Fire and Emergency Services. Service purchase agreements with these organizations will transfer to Shared Health.)
- WRHA corporate and administrative departments:

<ul style="list-style-type: none"> ○ Audit and Risk ○ Corporate Capital Planning ○ Corporate Legal Services ○ Human Resource Services Staff sited at HSC ○ Human Resources Legal Services ○ Insurance and Related Risk ○ Medical Staff Administrative Services 	<ul style="list-style-type: none"> ○ Provincial Health Labour Relations Services ○ Regional ESP Administration (WRHA, HSC, Northern EMS and PT) ○ Regional Facilities Management and Security ○ Regional Privacy Support Services ○ Tissue Bank ○ Transplant Manitoba
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“The reshaping of the health system will be of great benefit to patients in the North and their families. As services are better coordinated and organized, these changes will improve the

patient experience. The planning underway to enhance primary care is of particular interest to providers and patients in our region. Efforts to increase the use and support of inter-professional teams and enhance focus on prevention and recognition of the social determinants of health, are suggestions we have heard often from the communities we serve throughout the region, including many of our First Nations communities.” – Helga Bryant, chief executive officer, Northern Health Region

“In rural Manitoba, patient care often transects the lines that define regional health authorities. With these changes, we’re identifying the parts of the health-care system, like EMS, that are critically important to ensuring seamless health care for our patients, their families and our staff. The move to unite these resources under Shared Health will establish connections among staff and resources and help us define clearer, more accessible pathways to care that we have not been able to develop as distinct regions. These important changes are essential to the ongoing work of healthcare transformation.” - Ron Van Denakker, chief executive officer, Interlake-Eastern Regional Health Authority.

“These changes are all about improving health care for Manitobans – as is the work we’re doing in Winnipeg to consolidate services as part of the Healing our Health System plan. As Shared Health assumes responsibility for clinical and preventive services planning across the province, the WRHA will be able to focus our resources and efforts on delivering better service and better outcomes – sooner – for our patients and clients.” – Réal Cloutier, chief executive officer, Winnipeg Regional Health Authority.

“Health System Transformation will enable improved provincial planning and integration of care and services and ultimately will result in better access and outcomes for those who matter most – our patients. This is a needed journey to ensure continued access and continuous improvement to high quality health services for those who need care today and for the generations who will need care tomorrow.” - Penny Gilson, chief executive officer, Prairie Mountain Health

“Health System Transformation is about improving the way we work together across communities, among regional health authorities and with our provincial funding partners for the benefit of all Manitobans. These changes will position services to be more accessible and will provide patients with both continuity and consistency of care and better health outcomes. We are integrating our resources and sharing our expertise to improve our capacity to provide better experiences for Manitoba patients while ensuring our ability to continue investing in health services over the long term.” – Jane Curtis, chief executive officer, Southern Health–Santé Sud

“Providing all Manitoba patients with consistent, quality care when they need it most is paramount to the transformation of our health system. The current EMS system is fragmented with minimal provincial coordination and consistency across regions. The move of regional EMS & Patient Transport staff to Shared Health is a significant step toward our vision of consistent, standardized and integrated emergency services to Manitoba patients.” – Dr. Rob Grierson, chief medical officer, Emergency Response Services, Winnipeg Regional Health Authority